

**GOVERNMENT OF INDIA
FINANCE
LOK SABHA**

UNSTARRED QUESTION NO:1955
ANSWERED ON:15.03.2002
HUMAN RESOURCE MANAGEMENT COMMITTEE FOR BANKS
BHAWANA GAWALI (PATIL)

Will the Minister of FINANCE be pleased to state:

- (a) Whether the Government have constituted any Human Resource Management Committee for the public sector banks ;
- (b) Whether this Committee has submitted its report ;
- (c) If so, the main recommendation made by this Committee ; and
- (d) The reaction of the Government on these recommendations ?

Answer

MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI BALASAHEB VIKHE PATIL)

(a), (b) & (c) : A Committee comprising representatives of Indian Banks` Association (IBA), Public Sector Banks and Ministry of Finance was set up in June, 2000 for making recommendations on all aspects of Human Resource Management in Public Sector Banks. The Committee submitted its report on 9.10.2000. A statement indicating the gist of the recommendations made by the Committee is at Annexure.

(d) : Government of India/Indian Banks` Association have taken action on major recommendations by way of issuing appropriate guidelines such as :-

1. Introduction of Voluntary Retirement Scheme/Sabbatical Leave Scheme.
2. To increase the percentage of direct recruits in Junior Management Grade Scale-I to 50% in a phased manner.
3. To frame their own recruitment strategy/policy which in turn might take care of the aspiration of the local people in the banks` service.
4. To organize training programmes for providing proper training and acquiring required level of specialized qualifications/skills of banks` officers/staff.
5. To enhance the incentives payable to offices posted from other parts of the country in North-Eastern Region.
6. To enhance the ceiling for house building advance.

The Committee`s recommendation with regard to rolling back the age of retirement from 60 years to 58 years has not been accepted. Other recommendations of the Committee will provide useful input in the Government`s decision making process on these issues.